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PERSONNEL

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EMPLOYMENT OF CONSULTANTS AND EXPERTS

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25X1A

CONTENTS

Page

GENERAL.....	
DEFINITIONS.....	
POLICY.....	
RESPONSIBILITIES.....	
PRIOR APPROVALS AND CONTACT CLEARANCE.....	
TERMS OF EMPLOYMENT.....	
VISITS IN WASHINGTON, D. C., BY CONSULTANTS AND EXPERTS.....	
PROCEDURES.....	

1. GENERAL

This Regulation prescribes policies and procedures for the employment of consultants and experts in accordance with the authorities contained in section 15 of the Act of August 2, 1946, (Public Law 600, 79th Congress) and section 10 of the Central Intelligence Agency Act of 1949 (Public Law 110, 81st Congress). This Regulation does not apply to covert consultants.

2. DEFINITIONS

a. CONSULTANT

A consultant is an individual with unusual special skills, knowledge or experience who is employed to serve the Agency in an advisory capacity. He may perform duties such as recommending solutions to problems of a highly technical nature, serving as a technical advisor on projects essential to operational activities, assisting in devising new and highly specialized methods or techniques of operations, or acting in a consultative capacity as a specialist in a highly technical field or as the possessor of broad administrative or professional knowledge. He may not perform duties of a supervisory or administrative nature within the Agency or engage in any other type of operational activity except as incidental to the performance of his advisory function. In this respect, consultants are distinguishable from experts and other types of temporary employees as defined

25X1A

25X1A

PERSONNEL

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b. EXPERT

An expert is an individual with exceptional qualifications and attainment in a particular line of work who is employed to perform a regular service of a highly technical, professional, or administrative nature essential to the accomplishment of a certain function of the Agency. He may perform duties such as developing and putting into effect solutions to operating problems of a highly technical nature, supervising the execution of a highly technical function, conducting responsible activities which are integral parts of operating procedures, and making operational decisions as a specialist in a highly technical field of knowledge. An expert may have continuing operational, supervisory, or administrative responsibilities during each period of actual duty, since his primary function is to carry out operations for which his training and experience qualify him.

3. POLICY

The Agency will obtain the services of consultant and expert personnel when there is a need for such exceptional or specialized services which cannot be met from available personnel resources. An individual may be employed as a consultant or an expert only when this type of employment is beneficial to the Agency from an administrative and financial standpoint and his services are not generally obtainable under other employment procedures.

4. RESPONSIBILITIES

- a. Final approval of the employment of specific individuals as consultants or experts may be granted by only the Director of Central Intelligence or his Deputy.
- b. The Deputy Directors (Plans), (Intelligence), and (Administration); the Director of Training; the Assistant Director for Communications; and the Assistant Director for Personnel (hereinafter referred to as the Chiefs of Major Components) are responsible for ensuring that the utilization of consultants and experts is consistent with the policy in paragraph 3 above. Chiefs of Major Components will ensure within their jurisdictions that each request for employment of a consultant or an expert is documented as prescribed in this Regulation and forwarded to the Assistant Director for Personnel for review and recommendation to the Director of Central Intelligence, or his Deputy, for final approval.
- c. The Assistant Director for Personnel is responsible for ensuring that the procedural requirements in this Regulation are observed; for reviewing individual requests for employment of consultants or experts and submitting his recommendations in such cases, including an opinion on the appropriate rate of compensation, to the Director of Central Intelligence; and for conducting periodic reviews of the employment or extensions of the employment of consultants and experts.

SECRET

25X1A

25X1A

PERSONNEL

Draft B 7 December 1954

5. PRIOR APPROVALS AND CONTACT CLEARANCE

- a. No approach will be made to any person respecting service as an Agency consultant or expert without prior clearance with the Chief of the Major Component concerned, coordination with the Contact Division, Office of Operations, and receipt of a preliminary clearance from the Security Office.
- b. No commitment regarding employment of any kind will be made to a prospective consultant or expert prior to approval of the proposed employment by the Director of Central Intelligence or his Deputy.

6. TERMS OF EMPLOYMENT

a. PERIOD OF SERVICE

(1) Consultants

Consultants may be employed for a fixed or indefinite period not to exceed the fiscal year in which appointed. Such employment will normally be on an intermittent basis for a period of less than one calendar month in duration at any one time.

(2) Experts

Experts will normally be employed on an intermittent basis. They may not be employed continuously in any single capacity in the same organizational element for more than one year, regardless of the fiscal period over which it is served. Neither may one expert succeed another expert in the same organizational element performing the same duties when the aggregate of the two periods of service will exceed one continuous year.

b. COMPENSATION

- (1) Consultants and experts will be compensated in an amount commensurate with their respective duties and responsibilities and qualifications, or they may serve without compensation.
- (2) Ordinarily consultants will be paid a stipulated amount per day of service or per consultation, and experts will be paid for hours spent in a duty status. An intermittent consultant or expert will not be paid a rate of compensation in excess of \$50 per day.

c. TRAVEL

- (1) Subject to the provisions of paragraph (2) immediately below, consultants and experts are entitled to payment or reimbursement of travel expenses and per diem in lieu of subsistence, when traveling between their homes or places of business and Washington, D. C. or other place of duty.

SECRET

25X1A

PERSONNEL

Draft B 7 December 1954

- (2) After a consultant or expert serves an aggregate of 130 work days in Agency employment, within one or more fiscal years, he may not receive such travel or per diem unless he serves without compensation or is compensated on a fee basis, i.e., at a stipulated amount per day of service or per consultation, regardless of the actual hours of work performed.

d. LEAVE

- (1) Consultants and experts who are employed on a part-time or when-actually-employed basis and are subject to the supervision and control of the Agency are entitled to accrue annual and sick leave, in accordance with the provisions of the Annual and Sick Leave Act of 1951, as amended, for all pay periods for which a regular tour of duty shall have been established in advance. Consultants and experts serving in a when-actually-employed status are not entitled to accrue annual and sick leave when no regular tour of duty is prescribed in advance, even though they may actually work full time for a long period.
- (2) Consultants and experts will not be entitled to be credited with accrued annual and sick leave, however, until they shall have served for a continuous period of ninety days. The ninety-day period means the first continuous ninety days that an individual is in a contract status with the Agency following the effective date of his initial employment in the Agency, irrespective of the number of hours actually worked by the consultant or expert during the ninety-day period. The first ninety days of service is continuous, provided there is no break in contract status during such period.

e. CIVIL SERVICE RETIREMENT

Consultants and experts are not entitled to coverage under the Civil Service Retirement Act, as amended, except when an individual is subject to the Act by reason of his employment as a consultant or expert without a break in service following employment in which he had civil-service retirement status.

f. EMPLOYEES' COMPENSATION BENEFITS

- (1) Consultants and experts, serving either with or without compensation, are entitled to the benefits provided by the Federal Employees' Compensation Act for injuries received while in the performance of their official duties.
- (2) The amount of compensation payable during such periods of disability and/or compensation payable in the form of death benefits to eligible dependents is determined by the Bureau of Employees' Compensation, pursuant to the Federal Employees' Compensation Act and the Bureau's

SECRET

25X1A

25X1A

PERSONNEL

Draft B 7 December 1954

regulations. Such benefits are based on the individual's rate of compensation or on the value of the services rendered in cases of individuals serving without compensation.

- (3) The consultant or expert is ordinarily entitled to coverage under the Act while in an official travel status to and from his duty station, but each case must be adjudicated by the Bureau of Employees' Compensation in order to determine whether or not the individual was actually engaged in the official performance of duty.

7. VISITS IN WASHINGTON, D. C., BY CONSULTANTS AND EXPERTS

Using offices will advise the Assistant Director for Personnel of impending visits of consultants or experts, giving the time and dates, where there is reason to believe that other offices can benefit from such visits.

8. PROCEDURES

a. REQUESTING AND PROCESSING EMPLOYMENT OF CONSULTANTS AND EXPERTS

- (1) Requests for the employment of consultants and experts will be prepared on Standard Form 52, Request for Personnel Action, and forwarded through the Chief of the Major Component concerned to the Assistant Director for Personnel. The Request will be accompanied by the following:
 - (a) A memorandum of justification addressed to the Assistant Director for Personnel and containing the following information:
 - (1) A statement of the contemplated duties and responsibilities, frequency of use, prescribed tour of duty if any and desired period of employment (Form No. 37-178, Position Description, should be used for the statement of duties and responsibilities);
 - (2) An explanation as to why other personnel resources of the component, including any consultants or experts, cannot be utilized;
 - (3) A positive statement must be included to indicate whether the rate of compensation requested is to be paid for a day of service, regardless of hours to be worked during the day, or payment is to be made at the rate requested on the basis of hours actually worked during the day; and
 - (4) Reasons for using a consultant or expert rather than a temporary employee compensated at a General Schedule rate. The relative administrative and financial effects of employing a consultant or expert as compared with other temporary employees will be indicated.

SECRET

25X1A

25X1A

PERSONNEL

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- (b) Personal History Statement, Appendix I, and if applicable, Appendix II.
- (2) Since many highly qualified persons are willing to furnish service to the Agency without monetary reward, the Chief of the Major Component concerned will consider the possibility of obtaining an individual's services on a "without compensation" (WOC) basis before requesting his employment as a consultant or expert on a compensated basis. Employment on a WOC basis will be processed in the same manner as employment of compensated consultants and experts in order to permit the individuals concerned to receive the other benefits to which consultants and experts are entitled.
- (3) The Assistant Director for Personnel, or his designee, will review each request for employment of a consultant or expert to determine if existing personnel resources are adequate to meet the requirement. If this review indicates that the Agency already has a staff employee, a consultant, or an expert qualified to meet the new requirement, the requesting office will be so advised and the necessary arrangements made for joint utilization of the individual already employed, if he is otherwise available and the Director of Security concurs. If there is no qualified individual presently employed by the Agency and available for the assignment, processing of the request by the Office of Personnel will continue. Such processing will include a review of the rate of compensation proposed by the requesting office in order to determine the rate of compensation to be recommended to the Director of Central Intelligence. This recommendation will, insofar as practicable, take into account position classification principles and practices applicable to positions in the Agency.
- (4) The memorandum of justification received with the SF-52 will be detached and forwarded with the recommendation of the Assistant Director for Personnel to the Director of Central Intelligence for final approval. The Office of Personnel will advise the Chief of the Major Component concerned of the Director's action.
- (5) Security clearances of consultants and experts will be processed in accordance with Regulation []
- (6) Approved requests will be processed as prescribed below:
- (a) The Office of Personnel will notify the requesting office when the individual has been security cleared.
- (b) Determination will be made regarding the date the consultant or expert will report to the office concerned. Prior to the time an individual reports for duty in Washington, D. C., the requesting

25X1A

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25X1A

PERSONNEL

Draft B 7 December 1954

appropriate, by the Office of the General Counsel. The form will designate a waiver of compensation whenever a consultant or expert agrees to serve without compensation.

- (7) Any material alteration of the terms of the contract, including the conversion of a consultant or expert from a WCC basis to compensation status, will be processed in accordance with the procedures in paragraphs 8a(1), (3), (4), (5), and (6) above, as applicable.

b. REVIEW OF CONSULTANT AND EXPERT EMPLOYMENT

- (1) The Office of Personnel will establish and maintain appropriate record systems for reviewing Personal Service Contracts at least thirty days prior to their expiration.
- (2) Requests for extension of consultant or expert services will be made to the Office of Personnel at least one month prior to the expiration of the current agreement. The renewal or extension of consultant or expert contracts requires the concurrence of the Director of Security and the prior written approval of the Director. The Office of Personnel will obtain such concurrence and approval.
- (3) The Assistant Director for Personnel will prepare quarterly reports on the employment of consultants and experts for transmission to the Inspector General. The Inspector General will review the reports and make such recommendations to the Director as he considers appropriate.

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